



# TROOPS *to* ENERGY JOBS

*Connecting Veterans to Rewarding Energy Careers*

## Program Overview

Energy jobs offer promising opportunities to both experienced workers and those just starting their careers. These jobs are active, hands-on, rewarding, and available in every state, in an industry that is stable and growing.

With nearly 40 percent of the nation's energy workforce either eligible for retirement or departing their jobs because of attrition during the next five years, the energy industry is working now to develop programs to attract and train new workers for energy-related generation, transmission, and distribution careers.

Troops to Energy Jobs will accelerate the training and employability of Veterans for key energy positions. With their extensive military training and experience, many Veterans already have the skills and knowledge required for energy careers. They just need a pathway to successful job placement and career advancement.

Managed by the Center for Energy Workforce Development (CEWD), Troops to Energy Jobs will work with the U.S. Departments of Defense, Labor, and Energy and their state agencies, as well as community colleges, unions, the American Council on Education, ACT, Inc., and Kuder, Inc., to create a unique partnership between the U.S. military and the energy industry.

Initially, Troops to Energy Jobs will include selected "pilot" utilities that have been recognized as part of the elite group of Top Military Employers and that work in states with strong State Energy Workforce Consortia. The goal is to expand the program beyond the pilot companies to the entire energy industry.

*"Their extensive military training, strong work ethic, and leadership skills make military Veterans highly desirable employees for energy companies. I am proud that Troops to Energy Jobs will help connect these Veterans to rewarding energy careers."*

– Tom Farrell, Chairman, President and CEO, Dominion, and Chairman, Edison Electric Institute

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## How the Troops To Energy Jobs Model Works

The Troops to Energy Jobs model focuses on the needs of three key stakeholder groups: Veterans, educators, and employers. As associate's degrees become the minimum education requirement for many technical positions within the energy industry, Troops to Energy Jobs will help Veterans accelerate their degree attainment by applying their relevant military education and experience to their college credit recommendations. This will be done through CEWD's partnership with the American Council on Education's CREDIT service.

Troops to Energy Jobs also will identify and develop curriculum to bridge the gaps between Veterans' military education and experience and the skills needed for specific energy careers. This coursework will be available online and will utilize an accelerated approach. Those Veterans earning post-secondary credentials will find numerous opportunities for employment in the energy industry.

The Troops to Energy Jobs model is divided into three components:

- **Military Outreach and Support** - Targeted outreach and support for former military personnel from recruiting to employment.

Through a system of targeted outreach and support, Troops to Energy Jobs will communicate energy career pathways to Veterans before and after they separate from the military. Transition coaches knowledgeable about the energy industry, academic advisors, and energy company mentors will serve as support systems for Veterans.

- **Career Pathways Curriculum and Stackable Credentials** - A system of curriculum leading to a portable, articulated portfolio of credentials and degrees with the opportunity to embark on accelerated pathways.

Troops to Energy Jobs will utilize a clearly defined system of competencies and industry-recognized credentials that are linked to employment opportunities and advancement. The program curriculum will be standardized and based on industry-supported guidelines that leverage existing courses and best practices. A strong education network of post-secondary institutions, including community and technical colleges and four-year institutions, will provide Veterans with career pathways programs for the energy industry, as well as online and accelerated programs and prior learning assessment options.

- **Employer Collaboration and Support** - Employer involvement in all phases of workforce development leading to employment.

Troops to Energy Jobs will provide a variety of employment entry points for Veterans, including internships and career pathways to higher-skilled energy jobs, as well as ongoing workforce development programs. Companies that wish to serve as preferred Troops to Energy Jobs employers must meet specific criteria. They will be required to designate experts who are versed in workforce development and the military to serve as career coaches to Veterans in the first six months of employment, and company employees who are Veterans themselves will be asked to serve as mentors. Troops to Energy Jobs employers also will provide financial support for Veterans as they transition to the energy industry.

### PILOT COMPANIES:

- American Electric Power
- Arizona Public Service
- Dominion
- Pacific Gas and Electric Company
- Southern Company

## How Do Veterans Benefit?

Troops to Energy Jobs will provide great value to Veterans and the energy companies that hire them. Troops to Energy Jobs offers Veterans the opportunity to enter the industry seamlessly, regardless of their geographic location or targeted company. The specific Veterans' benefits that distinguish the program include:

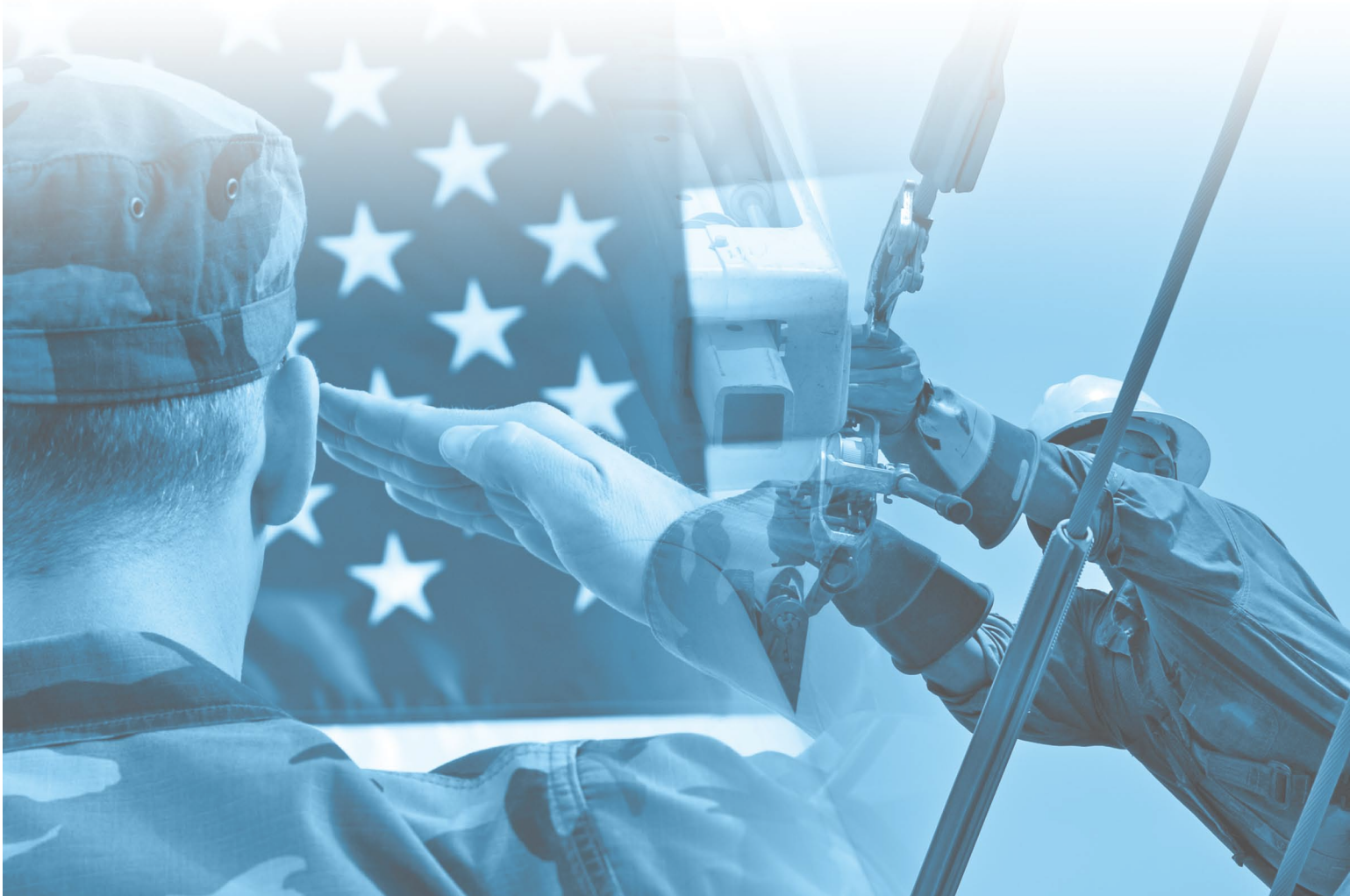
- A customized approach for each individual Veteran;
- The opportunity to learn about careers that match their military training and experience;
- College credit for their military training and experience;
- Connection to other Veterans who have transitioned to the energy industry through mentoring and virtual networking;
- Accelerated training opportunities as Veterans shift to industry careers;
- Stackable credentials that are portable from company to company; and
- An availability of extensive resources in one place.

Overlaying the many advantages of Veteran hires is the opportunity for the energy industry to help those who have dedicated their lives to serving their country.

## Energy Jobs In Demand

Through Troops to Energy Jobs, Veterans will be eligible for employment in a variety of positions within the energy industry. High-growth energy careers in demand today include:

- Engineers
- Line workers
- Plant operators
- Technicians
- Pipefitters/pipelayers/welders
- Security officers





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## About CEWD

The Center for Energy Workforce Development (CEWD) is a non-profit consortium of electric, natural gas, and nuclear utilities; their associations—the Edison Electric Institute (EEI), American Gas Association (AGA), Nuclear Energy Institute (NEI), and National Rural Electric Cooperative Association (NRECA); and their unions—the International Brotherhood of Electrical Workers (IBEW) and the Utility Workers Union of America, AFL-CIO (UWUA).

CEWD was formed to help utilities work together to develop solutions to the coming workforce shortage in the utility industry. It is the first partnership among utilities, their associations, contractors, and unions to focus on the need to build a skilled workforce pipeline that will meet future energy needs.

The Troops to Energy Jobs initiative is modeled after CEWD's successful Get Into Energy Career Pathways Model. The Get Into Energy Career Pathways Model planning project is generously funded by the Bill and Melinda Gates Foundation and CEWD members.

To learn more about CEWD and Troops to Energy Jobs, please visit [www.cewd.org](http://www.cewd.org) or [www.getintoenergy.com](http://www.getintoenergy.com).